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1957

For Our Information, Summer & September 1957, Vol. X, no. 1-2

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For Our Information, Summer & September 1957, Vol. X, no. 1-2

Abstract

An official publication of the ILR School, Cornell University, "for the information of all faculty, staff and students."

Keywords

school, industrial, labor, relations, cornell, university, history, archives

Comments

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For Our Information . . .

published by
NEW YORK STATE SCHOOL OF INDUSTRIAL AND
LABOR RELATIONS, AT CORNELL UNIVERSITY
for faculty, staff, students, friends

Vol. 10, No. 1

(Aug 1) Summer 1957

JACK BROPHY TO ROCHESTER; OSCAR ORNATI TO NEW SCHOOL

Two ILR faculty members--Jack Brophy and Oscar Ornati--have accepted positions in other universities.

Prof. John M. Brophy, for the past ten years a member of the School's industrial education staff, has been appointed professor of business administration and department chairman at the University of Rochester.

Brophy, who has had wide experience in industrial education and training, has been a consultant to many industries in the state. His fields of special interest include personnel administration, education and training in industry, wage and salary administration, and industrial and technical education.

He received a doctorate at Cornell in 1947 (at ILR) and the same year was appointed associate professor. He is a graduate of Stout Institute, Stout State College, Wis., and received a master's in education at the University of Minnesota in 1941.

From 1942 to 1945 he was a supervisor with the Wisconsin State Board of Vocational and Adult Education, after teaching three years at Stout College. He has been a visiting professor at summer sessions at University of Florida and the Florida State University.

Brophy is author of "Industrial Training in New York," an ILR bulletin. He is currently working on a text covering the organization, administration and operation of education and training programs in industry.

The Brophys have nine children, including 15-year-old twins,

(more)

NATIONAL LEADERSHIP CONFERENCE TO BE HELD AUG. 12-23

ILR School, in cooperation with the U. S. Office of Education, is conducting a two-week National Leadership Development Conference in Trade and Industrial Education Aug. 12-23 in Statler Hall.

The 75 participants will be nominated by State Directors and Supervisors of Trade and Industrial Education because of current or anticipated responsibilities for leadership in vocational education.

The conference will center on (1) emerging trends and issues in fundamentals of trade and industrial education, (2) development of leadership skills, and (3) analyses of approaches and resources to extend and improve trade and industrial education services to youth and adults.

Prof. John Brophy will serve as conference chairman.

DEAN CHAIRS ARBITRATION

During the past month Dean R. P. Catherwood attended six days of hearings in his capacity as third and neutral arbitrator (and chairman) of Board of Arbitration #225, set up under the provisions of the Railway Labor Act. The dispute was between the Labor Committee of the General Managers Association of New York (representing New York Harbor Railroads) and its employees (represented by the Lighter Captain's Union, Local #996, International Longshoremen's Association.)

The dispute did not come to a ruling since all questions submitted to the Board were withdrawn by mutual agreement.

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CORNELL UNIVERSITY

Prof. Oscar Ornati will become associate professor at the New School for Research in New York City, beginning in September. He will be a staff member of the Graduate Faculty of Political and Social Science, teaching labor courses and doing some lecturing in economics.

At ILR Ornati worked in the field of international and comparative industrial and labor relations.

During 1955-56 he lectured in labor economics at the University of Trieste. He is author of Jobs and Workers in India, a study in the school's international series. Asian problems have been of particular interest to him.

Ornati is a graduate of Hobart College and has a M.A. and Ph.D. from Harvard. He has taught at both Harvard and Boston Universities.

The Ornatis have three children.

The departure of Fred Slavick to Iowa was mentioned in the April issue.

VISITING SUMMER SESSION STAFF

In addition to regular ILR faculty, five off-campus instructors are teaching in the School's summer program.

Howard Ziefle, principal of Mergenthaler Vocational Technical High School in Baltimore and James Francey, Supervisor of Industrial Education, Baltimore, each taught three weeks of two courses: ILR 332, Curriculum and Course of Study Development in Industrial and Technical Education and ILR 632, Administration of Industrial Education. Mr. Ziefle conducted the two courses from July 1-19; Mr. Francey taught them from July 22-Aug. 9.

Three educators from State University of New York are conducting the three summer workshops:

Philip Martin, President of Westchester Community College, White Plains, is teaching the day-long (ILR 335u) Workshop-Instructional Materials for Community Colleges and Institutes (July 22-August 2).

William Medesy, Director of the Agricultural and Technical Institute, Farmingdale, L.I., is conducting Workshop 337u, Student Personnel Policies and Practices in Community Colleges and Institutes, from 9 til 4 daily, July 8-19.

Cecil Tyrrell, President, Broome Technical Community College, Binghamton, leads the workshop (338u) on Administrative Problems and Issues in Community Colleges and Institutes (June 21-July 2).

SUMMER CONFERENCES DOMINATE CAMPUS

The summer of 1957 is notable for its on-campus construction and its 61 on-campus conferences. The former went on in spite of the latter with ILR contributing its share of 20 programs.

The first week in August finds the Steelworkers stealing the show; the second group of District 4 members, USA, are on campus, 75 strong. Outside speakers for the week-long program include Emory Bacon, Education Director; Joseph P. Molony, District 4 Director; and other Steelworker staff members.

On the program also is the last of ILR's seven one-week summer seminars--this one "Managerial Training Programs" with Prof. F. F. Foltman in charge.

One of the largest ILR-sponsored labor groups on campus was the International Ladies Garment Workers with about 90 members present for the weekend of July 26-28.

ILR faculty members Vernon Jensen, Ron Donovan, Don Cullen, Oscar Ornati, Bob Ferguson, Jim Morris and Wally Wohlking have been doing double and even triple duty as discussion leaders at this summer's conferences for union groups.

SUMMER "RESEARCH" PUBLISHED

The summer, 1957, issue of ILR Research contains articles by two former ILR graduate students--Edith Lentz and Sy Lehrer. The first is titled "Changing Concepts of Hospital Administration, A Study of Selected Voluntary Hospital Administration." Miss Lentz is currently on the faculty of the University of Minnesota School of Public Health.

The second article, "Some Jurisdictional Problems Confronting the AFL-CIO," is based on Sy Lehrer's master's thesis. Sy is now in the U. S. Army.

ILR'ERS CONTRIBUTE TO "REVIEW"

The summer (July) issue of Industrial and Labor Relations Review features articles by two ILR faculty members--Duncan MacIntyre and Vernon Jensen.

In an article entitled "Dispute Settlement in the New York Longshore Industry," Prof. Jensen describes machinery set up by labor and management to settle New York waterfront disputes "as a great service for the industry."

Writing on "Regulation of Employee Benefit Programs," Prof. MacIntyre says: "To safeguard the interests of the eighty million Americans who are the potential beneficiaries of employee benefit programs, federal legislation requiring financial reports on the operations of welfare and pension programs is needed."

Other articles in the July Review include "The Effort Bargain" by Hilde Behrend; "Members' Attitudes toward the Shop Steward," by Glenn W. Miller and Ned Rosen; "Grievance Procedures in Soviet Factories" by Janusz Zawodny; "Recruitment in an Australian Labor Market" by Cecil E. Carr and Norman F. Duffy, and "Bargaining Fee versus Union Shop" by John Spielmanns.

Prof. Robert Ferguson of ILR has written a book review. The Organization Man by William H. Whyte, Jr., is reviewed by former visiting professor Matthew Radom.

VITA CARRIES ON SUMMER PROGRAM

A summer program of the Vocational Industrial Arts & Technical Association (VITA) is in progress at Cornell. The first of four meetings was held July 10 in Willard Straight Hall with Robert Bielefeld, Supervisor of Industrial Arts, Bureau of Industrial Arts, State Education Department speaking. A week later (July 17) a panel discussion on Labor Education as Industrial Education was held. The session on July 24 consisted of a discussion on Trends in Certification of Teachers and Administrators.

Wind-up event is the banquet held Wednesday, July 31, at the Clinton House honoring Prof. and Mrs. John Brophy.

The annual watermelon cut was held Thursday, July 11, from 3 to 4 p.m. in back of the ILR School. All ILR staff and students were guests of VITA.

SENIORS WIN ALPERN PRIZE

Two ILR 1957 graduates--Jim Belasco of the February class and Jerry Dorf of the June class--were awarded the Daniel Alpern Memorial prize of \$100 each. This award is made to two outstanding graduating seniors elected by the faculty on the basis of scholarship and student activities.

Belasco is assistant to the personnel manager of Sylvania Electric Products, Hicksville; Dorf, who expects to be called into the service in the Spring, has not reported his whereabouts. (Flash: He's industrial relations assistant with New York Times.)

CONFERENCE FOR PETROLEUM ASSOCIATION

ILR conducted a three-day management conference for about 30 members of the Empire State Petroleum Association July 23-25 on campus. This program, which was the first held in the State, was under the direction of Prof. Robert Risley.

ILR TRAVELERS RETURN

Four ILR faculty members who have been absent from the campus for periods ranging from two years to two months have returned to the States, and--in most cases--to Cornell.

Prof. Maurice Neufeld, who has been doing research in Italy for almost two years, is back. He and Mrs. Neufeld are at present visiting relatives in New York and Washington. They expect to return to Ithaca by mid-August.

Dr. Temple Burling returned to Ithaca early in June after a year spent visiting psychiatric centers in Western Europe and England. His family accompanied him.

Prof. Gardner Clark is back from a three-month visit to Russia and other Eastern European countries, where he studied labor relations in the iron and steel industries.

Prof. Jim Morris visited Puerto and Guatemala during May and June. Cf. page 4 of this issue.

WHO SITS WHERE

Prof. Frank Miller has forsaken the Quonset Hut to join Prof. Harry Trice and Lily Ann Newbury in Room 15.

Research Associate Mary Ann Coghill has also moved from the Quonset Hut to a cubby-hole in the Extension suite.

Conference recorder Ellen McDonald and Toni Nell (maker of conference signs) are sharing Room 125 in the Quonset Hut.

Prof. Henry Landsberger now occupies Room 143, QH.

Mrs. Katrina Morse (wife of Prof. Chandler Morse), executive secretary to the publication, Human Organization, has joined Mrs. Laura Holmberg in the Quonset Hut. ILR's Prof. William Whyte is editor of Human Organization.

REPORT ON LATIN AMERICA

Prof. Jim Morris has returned to the States after six weeks in Puerto Rico and Guatemala. He reports himself to be considerably sobered by the discovery that one doesn't learn a language (in this case Spanish) by taking a couple of courses and being exposed to it for six weeks.

In Puerto Rico, Jim, after one night at the Caribbean Hilton at \$17, moved to a pension. He visited the Institute of Labor Relations (where alumnus Fred Nazario works). Here he observed classes for Latin American trade unionists, accompanied them on field trips, and observed extension activities.

But he found his stay in Guatemala most rewarding--mostly because of the indigenous population. He saw the Mayan Indians living, dressing and doing business as they have for hundreds of years. He visited an Indian village to see results of the new government policy of helping the rural areas. (For instance, the government has put a water pump in each villager's house, thus upsetting the social pattern of women used to meeting at the village pump.)

In Guatemala Morris attended a seminar sponsored by the Pan American Union. He even gave a 20-minute speech (in Spanish) about the ILR School when the discussion turned to the contribution of the social sciences to industrial development. At the seminar he met Raul Lara, another ILR alumnus, now engaged in adult education work for UNESCO.

TARNEJA GOES TO DUQUESNE

Ram Tarneja, who has completed requirements for a doctorate at ILR, has accepted a year's appointment as assistant professor at Duquesne University's School of Business. An attack of chickenpox prevented Ram from completing his degree in June. He has a B.A. (with honors) and M.A. from Delhi University in India, and a second M.A. from University of Virginia. He reports that his doctoral thesis "Profit Sharing and the Problems of Technological Change: A Case Study of a Work Load Change in a Textile Mill" has been accepted for publication by the Profit Sharing Research Foundation.

ILREES TO BE WED

Announcement is received of the upcoming marriage of Caroline Barrera, ILR assistant cataloger, to Harry Matzen, ILR student from Utrecht, Holland. Caroline is working toward a M.S. degree at the School. Harry is working this summer for the United Mine Workers in Philadelphia. Caroline is a graduate of Swarthmore College; Harry is an alumnus of the University of California and received an M.A. from Claremont (Calif.) Graduate School.

FOLTMAN TAKES TO THE AIR

Prof. F. F. Foltman has entered upon the last phase of follow-up with American Airlines personnel. He met in Chicago the week of June 24 with participants who attended the on-campus American Airlines leadership program. The week of July 8 he spent in Boston and Buffalo, the week of July 15 in Los Angeles and San Francisco, and the week of July 22 at LaGuardia, Idlewild and New York City. He may visit the South later.

NEW ILR STAFFERS

Three June graduates of Candor High School are now working full-time at ILR. Carol Sue Keene, with a desk in Room 20, is working on summer conferences; Phyllis Van Etten is working for Profs. Martin and Messics (also in Room 20); Audry Oltz has headquarters in Room 47 with Connie Rotunno.

Three new library clerks have been hired recently: Judy Halpern, circulation clerk, is a '57 Arts and Sciences graduate. She has worked as playground supervisor for the past two summers. Her husband is a second year Cornell Law student. Shirley Pond replaces Iva St. John as catalogue clerk. She is a June graduate of Virgil High School. Ellen Luce, a Vermonter, is a circulation clerk. She is recently married and is also a '57 Arts and Sciences graduate of Cornell. She majored in French literature.

Mrs. Ann Williamson (from Flemington, N.J.) has replaced Agnes Murray as Statistics Division secretary in Warren Hall. Ann, whose husband is a third year Veterinary College student, has been working in Cornell's Department of Agricultural Economics. She attended Trenton (N.J.) Teachers College for a little over a year.

Three newcomers, for the summer only, are Joyce Doucette, an Alfred University student whose home is in Candor. Joyce is helping out in the Dean's and Prof. Risley's office. Sally Sandridge, also from Candor, is secretary in the Summer Session workshops. She is a student at State University Teachers College, Oneonta. Agnes Sinnegar, a home economics teacher, is helping out on summer labor conferences for the third summer.

Bruce Rightmyer, a high school student, has joined Ernie Newbury in the Materials Lab for the summer; while Russ and Dick, sons of Margaret Mason, also of the Mat Lab., are helping out in the Distribution Center.

PEOPLE ARE WONDERFUL

From Doris Stevenson we learn that Pete Morton, formerly of the ILR faculty, has joined the UN staff. His address is Statistical Office, United Nations, New York. He says this new job will give him a chance to do a little traveling.

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Barbara and Roger Walker are parents of a son, Roger Williams, born June 22. He weighed 8 lbs. 14 oz. The Walkers have two other children. Roger is a doctoral candidate and is a counselor in ILR's Office of Resident Instruction.

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Tom Patten, a Ph.D. candidate, left July 29 for Dearborn, Mich., where he will be an industrial relations research analyst for Ford Motor Company.

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Camma Young, Central District extension secretary, is spending her vacation at Falmouth on Cape Cod.

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Two faculty babies: Prof. and Mrs. Oscar Oranti are parents of a daughter, Molly, born July 17; she weighed 6 lbs. 11 oz.

Only one ounce lighter is Brian John, son of Prof. and Mrs. Frank Miller, born July 20.

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Helmut Echtermann, a West German trainee (1953-54) has recently emigrated to the States. He is now a trainee with Standard Oil Company (N.J.). In Germany Helmut worked for Esso.

Dr. Temple Burling and his family are spending a few weeks at their summer camp in Canada. They returned in June from a year in western Europe.

Eleanor Freeman, Extension secretary, and her husband are planning to vacation at Falmouth, Cape Cod, in August.

Betty Hough, conference secretary for labor groups, plans to live in Washington, D.C. and to attend Georgetown University Law School (evenings) this coming year. She hopes to get a daytime government job. Betty is a '57 Cornell graduate.

ILR seniors Carl Krause and Martin Krawiec (both from the Utica area) are interviewing in Utica this summer for ILR's study of why young people leave school.

Katherine Anderson, secretary to Prof. Whyte, and her husband are vacationing for a week in August at a lodge in Sillsville, Ont.

Prof. Arnold Hanson of Resident Instruction and his family have recently returned from a three-week stay in Aruba, Dutch West Indies, where Prof. Hanson did a study for the Lago Oil and Transport Company.

Graduate assistants Aly Agrama and Dave Niebler are serving as assistants on the on-campus summer conferences for union groups.

Dean M. P. Catherwood spoke in Buffalo on July 23 at the 94th annual convention of the State Federation of Labor. He discussed cooperation between the Federation and the School.

Helen (Schaeffer) Simpson and Bob of Whittier, Calif. are parents of a son, Charles Robert, born July 16. Helen was an original ILR staffer.

Prof. Gormly Miller and his family plan to visit Williamsburg, Va. in August.

Mrs. Eleanor Matychak of Audio-Visual Lab spent the first two weeks in July with her children at Robert Treman State Park.

Prof. and Mrs. Harlan Perrins and son Tommy vacationed in Vermont the latter part of June.

Mrs. Leola (Avery) Culley and son, Jamie (age four months) of Iowa City visited ILR in late June. Father Jack, an ILR alumnus, was attending an educator's conference at Du Pont. Lee was former secretary to Dean Catherwood.

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Mrs. Almina Leach of the Administrative Assistant's office recently had a behind-the-scenes-look at the Grist Mill Playhouse, Andover, N.J., where her son Alan is technical director. Alan, a Ithaca College junior, also appeared in "Witness for the Prosecution" with Faye Emerson.

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Ardis Bowers of Distribution Center plans to spend two weeks in August visiting her parents in Windham, N.H. and in North Andover, Mass.

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Russ Hovencamp of Materials Lab is taking a two-week vacation shortly; he and his family plan to visit the museums at Cooperstown and take other short trips.

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During Cornell alumni weekend Prof. Alpheus Smith was a panel member in an alumni discussion of the practical use of education as seen by Cornell's founders and as seen by today's faculty.

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Prof. William Whyte and family are vacationing in Quebec and at Nantucket Island.

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Prof. and Mrs. Robert Aronson are parents of a second daughter, Elizabeth Benjamin, born July 27. She weighed 6 lbs. 1 oz.

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Nancy and Norman Rushforth, library staffer and grad student, respectively, recently spent a weekend at Squam Lake, N.H.

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Mrs. Maxine Henry and children spent several days visiting friends and relatives in Rochester and Niagara Falls.

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Prof. Ronald Donovan was guest lecturer June 26 at the Structural Clay Products symposium held at SUNY College of Ceramics, Alfred University. He spoke on "The Legal Aspects of Labor-Management Relations."

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ILR custodian Otis Myers is currently on a trip to Oklahoma to bring back a load of horses.

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ILR OPENS ITS DOORS; PROF. NEUFELD SPEAKS

Despite the completion of Carpenter Hall to the west, and with Upson Hall looming on its southwestern horizon, ILR has managed to retain its toehold in the middle of the engineer's quadrangle.

Its Fall, 1957 semester opened at 11 a.m. Wednesday, Sept. 25, with a convocation for students and faculty in Phillips Hall auditorium.

Convocation speaker was Prof. Maurice F. Neufeld, authority on labor union history, who has recently completed two years' study of the Italian labor movement.

Discussing "America Revisited," Prof. Neufeld told students and faculty of some of the contrasts between the United States and the nations of Europe. He noted that we are the most internationally-minded of all nations and stressed the important role we would continue to have in the future in promoting the culture and civilization of the world. He stated that he is in the state of having a "middle-aged love affair with America."

At the convocation, John H. McCain, secretary of the Borden Company Foundation, presented the Borden Award of \$300 to senior Arthur Shostack of Brooklyn as the senior having the highest average grades during the past two academic years. The Father Kelley award, supported by Local 3, International Brotherhood of Electrical Workers, was presented to James McPartland of New York City. The award provides a four-year scholarship of \$1200 a year.

ILR has a fall semester enrollment of about 22 students, of which 67 are graduate students.

BRITISH ECONOMIST AT ILR

J. Henry Richardson, noted British economist, has been appointed visiting professor at ILR School for the Fall term. Prof. Richardson will give courses in Wage and Salary Administration and Governmental Adjustment of Labor Disputes.

Prof. Richardson served as professor of industrial relations at the University of Leeds, England, for more than 20 years, and has been dean of the faculty of Economics and Commerce and Pro-Vice-Chancellor of that University. During 1956-57 he was visiting professor at the School of Social Work, University of Toronto. Earlier he had been visiting professor at Columbia University and at the University of California.

In the 1940's Prof. Richardson was economic adviser successively to the governments of Bermuda, the Bahamas, the Gold Coast and Venezuela and he has served on the British Government's Colonial Labor Advisory Committee.

In 1953 and 1956 he was adviser on wage policy to the Government of Burma under the United Nations International Labour Organization Technical Assistance Program. He has been an impartial member of government wage boards in Great Britain and was arbitrator in a wage dispute in the sugar industry in the British West Indies and in the tin mining industry of Nigeria. For several years he was a member of the Permanent Diplomatic staff of the International Labor Organization, Geneva.

He is author of several books: Industrial Relations in Great Britain; A Study on the Minimum Wage; An Introduction to the Study of Industrial Relations; and British Economic Foreign Policy.

SEARCH ASSOCIATES NAMED

Three research associates have been appointed this fall:

Miss Antonia Nell is in charge of field interviewing for a research study on the Impact of the Minimum Wage Order, under the direction of Prof. Risley. Miss Nell has a A.B. from Mira College and a M.S. from Cornell (ILR). At ILR she has served as conference assistant. She has been employed as psychometrician at Cornell's Testing and Service Bureau. During 1952-53 she was an assistant in public and employee relations for Delco Appliance Division, General Motors.

Paul Boorman is also doing research on the Minimum Wage study. He is engaged in the initial field work. He has a B.A. from Miami University, and is currently an MLR candidate. He has worked as graduate assistant with Prof. Risley on the Retail Stores project.

Mrs. Bobbyann Righter is doing research under the direction of Prof. Woodrow Sayre. She is a graduate of Bryn Mawr College. During 1954-55 she held a National Woodrow Wilson fellowship, and an Overseas Research scholarship at Cambridge University. During her undergraduate days she worked for the New York Times.

Mrs. Gladys White has been named assistant librarian, working in the catalogue room. She graduated from Goucher College. She has an M.A. from University of Pittsburgh and this year received an M.L.S. from Carnegie Institute of Technology. She has been employed by the Office of Price Administration, the Pittsburgh Housing Authority and the National Research Planning Board.

NO CONFERENCES SCHEDULED IN OCTOBER

ILR is holding two conferences on-campus in October: one for training directors and one for the Liquefied Petroleum Gas Association.

The eleventh annual Conference of Training Directors will be held on-campus Oct. 22-24, in cooperation with the Industrial Training Council of New York State. This year's conference theme will be "Identification and Assessment of Management Potential." According to Prof. Robert Risley, program director, about 80 training directors and their staff plan to attend. The conference planning committee hopes that this year's program will develop a method combining the presentation of formal material with the benefit of small group discussion of topics. Last year's conference emphasized the team approach.

In cooperation with the New York State Liquefied Petroleum Gas Association, ILR is conducting its second annual management workshop for Liquefied Petroleum Gas Association. This year's program will explore three problems of business management: "Selection and Training of Employees" will be discussed on Monday, with Visiting Professor Emil Mesics as leader. Prof. Robert Risley will lead Tuesday's discussion of "A Fair Day's Pay for a Fair Day's Work." The third problem, "Dollars and Cents of Your Business," will be discussed by J. Paul Graham, head, Retail Business Management, Mohawk Valley Technical Institute.

STUDY BEGUN ON IMPACT OF MINIMUM WAGE

The School has launched a two-year study to determine the impact of change in the State minimum wage applicable to employees in selected grocery stores. The research is made possible by a grant of \$17,000 from the Agricultural Marketing Service of the U. S. Department of Agriculture.

The project calls for the study to be conducted in three communities of less than 10,000 and three communities of over 10,000. Stores in Binghamton, Oneonta, Cortland, Owego, Watkins Glen and Medina (with at least two smaller communities to be selected) are cooperating in the study. The School and USDA are interested in learning what adjustments stores have had to make to accommodate the wage increase. For instance, have they had to curtail customer service, make changes in store operations, etc. The study is under the direction of Prof. Robert Risley, with researchers Toni Nell and Paul Boorman making the study.

RAIMONS SEE DOUBLE

Twin daughters were born Friday, Sept. 20, to Prof. and Mrs. Robert Raimon at the local hospital. Weighing $4\frac{1}{2}$ lbs. each, the girls are named Martha Lee and Eve Allegra. The Raimons have a two-year-old son, Danny.

NEW VOLUME IN CORNELL STUDIES

A new volume in the Cornell Studies in Industrial and Labor Relations (Vol. VIII) has recently been published by ILR School. Its title is Workers and Industrial Change: A Case Study of Labor Mobility, by Leonard P. Adams and Robert L. Aronson. The book is a case study of major industrial change, the resulting displacement of workers from their jobs, and the effects on the community as a whole. It analyzes the experience in Auburn, New York, following the shutdown of the International Harvester plant. The study relates its findings to the broader problems of worker mobility, job values, the organization of the job market, and the preparation of young people about to enter the job market.

The findings of this study cover such topics as: How workers adjust to major types of industrial change; the effectiveness of retraining and industrial development programs; the validity of previous findings on worker mobility; the attitudes and expectations of young people about to enter the job market with those of older, experienced workers; worker mobility in relation to job values and the organization of the job market.

INSIDE RUSSIA

More than 40 ILR non-professional staffers took time out on August 15 to hear Prof. Gardner Clark describe (with the aid of color slides) his recent two-and-a-half month visit to Russia and Eastern Europe.

From a total of around 200 slides, Prof. Clark selected 60 showing subjects such as women, children, fashions, homes, etc.--subjects that he felt would interest the primarily feminine audience.

In general he found the Russians proud of their country and its recent progress--in housing, for example. He discovered the city-dwellers much better dressed than he had expected. Everyone he met was friendly and anxious to get a direct impression of Americans and their life. He was impressed with the Russian public transportation system, although he saw few privately owned cars and only one public gas station.

The audience was particularly interested in the role of Russian women: the monotony of their clothing; the heavy work, such as carrying and piling lumber, cleaning up debris, etc. They found, however, that many women do hold positions of professional responsibility such as chief engineer and doctor. Most women prefer to work; they not only need to supplement the family income, but also want to escape from their cramped, one-room apartments.

Prof. Clark was fortunate in being escorted around the USSR by a 28-year-old in-tourist guide, who spoke English--and American--so well that he was often mistaken for an American. He proved helpful to Prof. Clark in library research and in book buying.

He told the group that the pictures of his own Ithaca home (with his Ford discreetly in the background) proved to be a real drawing card. Whenever he showed these pictures, a crowd would gather and the photos would pass from hand to hand.

MAT LAB QUARTERS EXPAND

Because of need for additional space for the Materials Lab, Don Tompkins and Margaret Mason have set up headquarters in Room 150, Quonset Hut. The school's photo copy machine and teleprinter are also located in the new space.

Along with his Mat Lab duties, Tompkins will assist Gormly Miller with the ILR building program and in planning for equipment needs, etc.

SENATOR IVES ON CAMPUS

Senator and Mrs. Irving M. Ives spent a few hours at the School Wednesday afternoon, September 25.

ILR CURRICULUM

ILR faculty will teach a total of 39 courses during the Fall semester, 1957-58. Of these 21 are undergraduate, 10 in the "500" series of graduate courses, and eight are graduate seminars in the "600" series.

Two new courses--both graduate--are being offered: Managers and Managing (ILR 532) taught by Prof. F. F. Foltman; and Current Issues and Research in Manpower Development (ILR 630) conducted by Prof. Ralph Campbell.

Training in Industry (ILR 364) is being given this year by Visiting Professor Emil Mesics. Prof. Gornly Miller is teaching Written Communications (ILR 590). Social Security (ILR 470) is being taught by Prof. Leonard Adams.

KONVITZ AUTHORS NEW BOOK

Cornell University Press recently published a new book by Prof. Milton R. Konvitz titled Fundamental Liberties of a Free People. It is a report on the development of the freedoms guaranteed by the First Amendment to the U. S. Constitution and was written by Prof. Konvitz under fellowships of the Fund for the Republic and the John Simon Guggenheim Foundation.

The author is an authority on constitutional law and labor law, and is author of many books, among them The Constitution and Civil Rights, and Civil Rights in Immigration. He is also director of a Point IV project that has prepared a code of laws for the Republic of Liberia.

SCHOOL BEGINS SAFETY PROGRAM

ILR School is carrying on a series of Construction Safety Consultants programs for the State Department of Labor to train state inspectors from the Bureau of Construction and the Bureau of Mines and Tunnels. Three groups of 20 each, between now and February, will come to the campus for three weeks of training, followed by a three-week period back on the job, and a final week at Cornell. The first group came to Ithaca on September 23.

ILR professors John McConnell, Harlan Perrins, Ronald Donovan and Al Martin will teach classes; outside experts in the safety field will also participate. Al Martin is program director.

McGRAW-HILL PUBLISHES MCCARTHY BOOK

Introduction to Statistical Reasoning by Prof. Phillip J. McCarthy of ILR has been recently published by McGraw-Hill Co. This book is intended for use in a one-semester, nonmathematical course which introduces the student to the concept of statistical reasoning. According to McCarthy, the basic elements of statistical reasoning are presented in as rigorous a fashion as possible, assuming little prior mathematical training. Illustrative material has been drawn primarily from social science investigations that are regarded as being important and fundamental.

Prof. McCarthy is co-author (with Isadore Blumen and the late Marvin Kogan) of The Industrial Mobility of Labor as a Probability Process, and author of ILR Bulletin 15: Sampling--Elementary Principles.

IRRA MEETING, BREAKFAST HELD IN NEW YORK

ILR faculty and grad students were well represented, both at the IRRA annual meeting held at the Park-Sheraton in New York Sept. 5-7 and at the breakfast held Sept. 6 at Schraffts.

Two ILR faculty were on the convention program: Prof. Leonard Adams delivered a paper on "High School Drop-puts as a Source of Manpower"; former ILR professor Fred Slavick, now at Iowa State University, reported on his recent study of medical care benefits.

Attending the ILR breakfast were: Dean Catherwood, John McConnell, Vernon Jensen, Arnold Tolles, Robert Arnson, Leonard Adams, Jean McKelvey, Henry Landsberger, Fred Slavick, Lois Gray and Wally Wohlking of the New York extension office, former visiting professor Martin Wagner, grad students Roy Penschansky, Marian Stever, Joe Berzok, and undergraduate Gail Krantz. Prof. Jesse Carpenter attended the convention.

ILR STAFF WIN SERVICE AWARDS

Seven ILR staff were among more than 300 Cornell employees to receive service emblem awards totaling more than 3,000 years. The award ceremony took place August 12 in the Veterinary College's new auditorium.

In the absence of Dean Catherwood, Prof. Arnold Hanson of Resident Instruction presented ILR awards as follows: Ruth Olmstead of Public Relations, 20-year award; Anne Smock of Resident Instruction, Doris Stevenson, Fiscal Office, and Administrative Assistant John Paterson, 10-year awards; Ardis Bowers of Distribution Center and Evelyn Maybee, 5-year awards. L. R. Piper of the ILR custodial staff received a 10-year pin from Building and Grounds Department.

Cornell's Personnel Director, Diedrich Willers, presided at the presentations. Comptroller A. H. Peterson spoke briefly, and Dean William Hagan of the Veterinary College welcomed the group as first to use the College's new auditorium. Punch and cookies were served by the Willard Straight staff.

NEWS OF RECENT GRADUATES

Jack Leonard, Ph.D. candidate, has returned to the University of Arizona. He will be assistant professor of Business Administration there. Before coming to Cornell three years ago he was an instructor in economics at Arizona. He has a B.S. and M.A. from there.

Marian Stever, who has completed residence for a Ph.D. has joined the Hobart College faculty as Economics instructor. She has a B.A. from Goucher College and an M.A. from Vanderbilt.

Ralph James, who has completed his Ph.D., is an instructor at M.I.T. His wife, the former Estelle Dinerstein, ILR '56, will continue with graduate work at M.I.T. James graduated from Oberlin and has an M.S. from University of Wisconsin.

Bisheshwar Verma, who just completed his M.S., plans to return to his job as lecturer at University of Patna, India. He received his B.A. and M.A. from Patna.

Aly Agrama, with a newly-won M.S., returned to Egypt early this month. He will resume his job in employee relations with Esso Standard (Near East), Inc. in Cairo. He has a B.A. from American University, Cairo.

REPRINTS ISSUED

Six reprints have been added to the School series:

Reprint #59 "Labor and Nationalism in the British Caribbean" by George T. Daniel (M.S.) from Annals of the American Academy of Political and Social Science, March 1957).

#60--"The Italian Labor Movement in 1956: The Structure of Crisis," by Prof. Maurice F. Felfeld (from the Annals, March 1957).

#61--"On the Ranking Problem," by Prof. Isadore Blumen (from Psychometrika, March 1957).

#62--"Identifying the Problem Drinker on the Job," by Prof. Harrison M. Trice (from Personnel, May 1957).

#63--"Alcoholism: Group Factors in Etiology and Therapy," by Prof. Harrison M. Trice (from Human Organization, Vol. 15, No. 2).

#64--"The National War Labor Board: A View against the Background of Grievance Disputes," by Salvatore J. Bella (from Labor Law Journal, June 1957).

MESICS GIVES PLUG FOR FOI

Visiting Professor Emil Mesics reports a pocket of ILR--and FOI--loyalty deep in Pennsylvania. At the fourth annual institute of the American Society of Training Directors, held at Pittsburgh, he met several ILR alumni, three of whom were on the ASTD program. All four noted news items from FOI. Prof. Mesics was impressed with their continued interest in ILR and thought it should be passed along. The alumni--all from the Pittsburgh area--were Jim Hanson '50, Supervisor of Training, Manufacturers Light and Heat Co.; LeRoy Marlow, Ed.D. '55, Personnel Coordinator, Koppers Co.; Ed Martin '49, Training Director, Crucible Steel Co.; and Dick Dean '49 (MS '51), Supervisor of Employee Relations and Training, Rockwell Manufacturing Co.

At the two-week ASTD institute, Prof. Mesics discussed "Designing the Proper Emotional and Social Climate that Will Foster Maximum Training Results."

PERSONNEL CHANGES

Two ILR staffers have recently resigned their positions:

Pat Barry, who has been doing research on Prof. Wayne Hodges' community relations study, is moving soon to Edmonton, Alberta. Husband Tom, a Cornell graduate student, has been named Western Arctic Ornithologist for the Canadian Wildlife Service.

Rae DeAngelis and her family are moving to Lompac, Calif., next month. Her husband is going into the decorating business. Rae has been Research Division secretary for the past three years.

Newcomers to ILR staff are:

Carol Seidenberg, a '56 Cornell Arts and Sciences graduate, is research assistant in ILR's Research Division. A native of Laurelton, L.I., Carol worked last year as advertising representative for Sears and Roebuck in New York and as a secretary in Cornell's Hotel School. Her husband, a Cornell Arts and Law School graduate, is with Armand Adams' law office in Ithaca.

Irene Franklin, whose home is in nearby King Ferry, has replaced Nancy Clapper as secretary to Profs. Clark and Cook. Irene is a graduate of King Ferry Central School and of Central City Business Institute, Syracuse. This is her first job.

Nancy Clapper has returned to her home in Hudson (N.Y.) while her husband is in the army.

Gwen Wells, who hails from Chicago, is secretary to Profs. Raimon and Morris, replacing Mary Campagna. Gwen has worked for two government agencies--Veterans Administration and Soil Conservation--and for the Illinois state government. Most recently, she has typed student theses and reports at home so that she might be at home with her family of four. She has twin girls, Deborah and Denise.

Joan Johnson, from Hempstead, L.I., is Research Division's new secretary. She graduated from Green Mountain College in Vermont, with business as her major. She has done personnel work at Mitchell Air Force Base. Her husband is beginning graduate work in Chemical Engineering.

Jo Ann Mills, a Virginian, is replacing Barbara Breckenridge as secretary to Profs. Jensen and Richardson. She graduated from Longwood College (Va.), with a business major and has taught algebra for three years in Virginia schools. Her husband has entered B&PA School.

NEWS OF FACULTY ON SABBATIC

Present whereabouts of ILR faculty currently on sabbatic:

The Robert Aronsons left Ithaca Sept. 20 for Jamaica, B.W.I., for a year's stay. Their address is: Institute of Social and Economic Research, University College, Mona Post Office, Jamaica, B.W.I. Prof. Aronson is studying labor market research under a Fulbright grant.

The John Windmullers left town for Geneva, Switzerland early in September. Their present address is: c/o American Express, Geneva, Switzerland. Prof. Windmuller has a Ford Foundation fellowship for study and research at ILO headquarters and at the Graduate School of International Studies.

The Rudy Corvins are living at 37 McIntyre St., Bronxville 8, N.Y., for the next year. Prof. Corvini, with headquarters at Socony Mobil, is engaged with employee relations problems.

The Wayne Hodges family are spending September and October at 141 Beach 127th St., Belle Harbor, New York City. Prof. Hodges is doing an employee communication study for the Kay Manufacturing Corp., Brooklyn.

Profs. Robert Raimon and Duncan MacIntyre are spending their sabbatic at home.

ANNIE YOUNG WED

Anna Young, Central District extension secretary, was married Aug. 10 to Edward Enright, Jr., of Ithaca at the home of Justice of the Peace Hartsock. Anna wore a pink brocade street length dress and carried pink and white carnations. A reception was held at the home of Extension secretary Eleanor Fairbanks for about 30 relatives and friends.

Anna was graduated from Sayre (Pa.) High School and attended Rider College, Trenton, N.J. The bridegroom was graduated from Ithaca High and from Ithaca College. He is employed at the State Street Furniture Company.

PEOPLE ARE WONDERFUL

(Offspring of four ILR faculty have entered Cornell this fall as freshmen: Helen Burling, daughter of Dr. and Mrs. Temple in Fine Arts program, College of Architecture; Phil Cook, son of Prof. Alice Cook in Arts and Sciences; Martha Sayre, daughter of Prof. and Mrs. Woodrow Sayre, Home Economics College; and Strether Smith, son of Prof. and Mrs. Alpheus Smith, School of Mechanical Engineering.

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Betty Hough, (Cornell '57) ILR conference secretary for labor groups this past summer, has joined the Department of Labor's Bureau of Labor Standards as research assistant. She plans to take evening law courses at George Washington University.

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Leone Eckert of the Library's Documentation Center will attend a meeting of the Society of American Archivists in Columbus, Oct. 2-5. She is chairman of the trade union records committee.

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The Al Martins and Woody Sayres joined forces in August for a week's camping at Racquette Lake.

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(Izzie Thomas, the Dean's secretary, and her family spent a week at Pine Lodge in Canada.

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Prof. Henry Landsberger presented a paper, "Addition to Bureaucratic Theory," written jointly by him and Prof. Frank Miller, at the American Sociological Society meeting held Aug. 29 in Washington, D.C.

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Two Resident Instruction staffers vacationed in New England last month. Mrs. Laura Keenan spent two weeks at York Harbor, Maine. Don Dietrich and family had a house at Seabrook, N.H.

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Karl Peter Eichner, one of ILR's former West German trainees, now living in Elmira, was married Sept. 7 to Miss Virginia Gasgoine of Elmira.

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Lee and Eli Reisman left for their new home in Livermore, Calif. the last week in August. Eli, who has a Ph.D. in nuclear physics, is working for the Atomic Energy Commission. Lee was an ILR secretary for seven years.

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(Prof. John Brophy and family have moved into their recently-purchased home in Rochester, where Prof. Brophy is professor and chairman of the department of business administration. Their address is 530 Seneca Parkway.

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Pamela Haddy, MS '55, who hails from England, recently spent several days visiting on campus. Her new address is: Institute of Statistics, University of Oxford, Oxford, England.

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Anna Lane, secretary to Prof. Konvitz, and Mildred Payne, ILR's coffee-maker, recently made a four-day tour of the New England states.

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Eleanor Emerson of Extension and Doris Stevenson of the Fiscal Office spent ten days at Kennebunkport, Maine, just prior to Labor Day. The following weekend, they were joined by ILR'ers Alice Cook and Lee Eckert on a trip to Stratford, Ontario, to enjoy Shakespeare Theater.

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Mrs. Hilda Genter of Distribution Center and family spent a three-week vacation visiting relatives in Newfoundland, Maine and Massachusetts.

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News of Arnold Tolles' offspring: Daughter Pat and her husband Ed Eckert are parents of their second daughter Nancy Lynn, born Aug. 11 at Ft. Sill, Okla. Harriette Tolles has graduated recently from Brigham Young University, Utah.

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Prof. Robert Risley has just returned from a three-week visit to Puerto Rico. He served as consultant to the Management Services Division of the Economic Development Administration. On the Island he met Fred Nazario, MSILR '54, and short-course participant Nestor Acevodo.

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Bonnie Gavitt, secretary to John Paterson, recently spent a week visiting friends in Detroit with her husband and son.

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Gail Stearns, Western District extension secretary, was married on Sept. 13 in Buffalo to Robert Boerschig, a University of Buffalo engineering student. The couple spent their honeymoon at Alexandria Bay.

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On a visit to Florida this summer, at the invitation of the Pensacola Technical and Industrial Education Department, Visiting Professor Emil Mesics really earned his salt. He conducted four conferences--two for industrial plants, one for the City of Pensacola, and one for the Baptist Hospital. In addition, he addressed the commercial teachers of Escambia County on "Current Needs in Vocational Education."

Back at Cornell, he is currently teaching a 12-session extension course for IBM on "Principles of Management."

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Adrienne and Wallie Wohlking (of the Metropolitan New York extension office) spent their vacation at Fire Island. Adrienne, Cornell '57, who worked summers at ILR, is teaching in the Thornwood elementary school system.

Jane Webb, formerly of the Fiscal Office, reports from Austin, Texas, that she and husband Jim have moved into a small, modern house. Jim is studying for a doctorate in geology at University of Texas.

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At the request of the House of Representative's Ways and Means Committee, Prof. Arnold Tolles is submitting a memorandum on "Labor Standards and American Foreign Trade Policy," summarizing Tolles' conclusions from attending a session at the Merrill Center for Economics.

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Al Martin is currently teaching a six-week course for four groups of National Cash Register supervisors at Ithaca's Adding Machine Division. He will also conduct a six-week course on "Safety and the Supervisor" for the Ithaca Industrial Management Club.

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Prof. Isadore Blumen and family vacationed this summer at Bar Harbor, Maine.

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Prof. Robert Risley and researcher Toni Nell were guests of the New York State Retail Merchants conference at Grossingers in mid-September. ILR senior Bernie Allanson, son of Retail Merchants executive secretary Clifford Allanson, also attended.

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Profs. Robert Ferguson and Woodrow Sayre are conducting a 15-session program on "Economic Problems in an Industrial Society" for the Tompkins County Association of Principals and the Five-County Council for the Social Studies.

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Lois Gray of the New York Metropolitan extension office and husband Ed cruised the waters of Long Island sound for three weeks this summer in their cabin cruiser.

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Roger Walker of Resident Instruction is chairman of a six-week extension program being run for the Binghamton Central Labor Union. Guest speakers will discuss workmen's compensation disability benefits.

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Prof. Alpheus Smith, ILR's director of extension, spoke four times this past month within a ten-day period: On Sept. 6 he spoke to the art teachers of the Syracuse school system; three days later he addressed the monthly meeting of the Capital District Personnel Association; on the 12th he was guest speaker at the Faculty Institute of Springfield College, Springfield, Mass.; and on the 14th he spoke before the Mid-Atlantic Institute, sponsored by Rochester's Junior Chamber of Commerce.

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Prof. Harlan Perrins of Extension is one of five instructors conducting a ten-week series on "The Impact of Selected Managerial Functions of Supervisory Performance" for the Triple Cities Industrial Management group.

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The fame of ILR publications is spreading--throughout Latin American countries, anyhow. Prof. P. J. McCarthy's bulletin, "Sampling--Elementary Principles," first printed in 1951 and re-issued in 1956, has been translated into Spanish and mimeographed by the Ministry of Agriculture in Chile.

WOMEN OF THE MONTH

ILR's two Barbaras have provided a switch on the old adage, "Go West, young man." Next month they'll leave the verdant but cloudy Northeast for the arid but sunny Southwest. Barbara Breckenridge, secretary to Prof. Jensen, and Barbara Cleveland (hereafter called Butch"), secretary to Prof. Campbell of Resident Instruction, plan to discover for themselves the lure of the West--with Tuscon, Ariz. as their goal. They won't be without friends there, for Jack (and Murph) Leonard who left Ithaca early in September will be at Tuscon to greet them. In fact, it is the Leonards who are primarily responsible for the girls' destination.

To go back a ways: In contrast to Butch's relatively quiet arrival on earth, Barb arrived (four months earlier) amid the glare of local publicity. Born on March 29, she was the first girl in four months whom the stork had delivered to the Brockport (N.Y.) hospital.

The two girls were raised within a mile of one another--Barb on a fruit farm just outside the western New York town, and Butch in the village itself. The two graduated from Brockport High a year apart--1951 and 1952 respectively. At school Butch smashed a kneecap while displaying her ability on parallel bars in the gym. However, this didn't prevent her from leading her school band as head drum majorette. Summers during school Butch worked in a jewelry store and at a state park concession. Admittedly more relaxed, Barb says she didn't work unless she had to.

After high school Barb commuted to Rochester Business Institute where she learned the ins and outs of the business world. This took her only until noon. Afternoons, she worked at her hometown hospital as receptionist. It took Butch twice as long to get her business training--two years at Keuka College, but she has an A.A.S. degree. During her field period Barb worked at Eastman Kodak. Prior to coming to ILR she took her turn in her hometown hospital--in central supplies.

Barb first came to Ithaca in the fall of 1952 with Gaile McCargo Graves, former ILR secretary. Butch moved in with them two years later.

Since giving up their apartment September 1, the girls have been bunking in with ILR staffers. As of now Barb occupies a roll-away at Bonnie Gavitt's, while Butch rates a room to herself at Laura Keenahan's.

They have been centering all of their thoughts on their impending move and job-change. They (on advice of friends) assess their job opportunities as promising. In or just outside Tuscon are the University of Arizona, the Davis Air Force Base, Hughes, as well as Douglas Aircraft.

Barb and Butch will be accompanied West by a third girl, a nurse at Tompkins County hospital. They have been making a wide appraisal of the used car field, but as yet have not picked their transportation.

A coup d'etat of seasons ago the two girls made a dry-run to Bermuda to see how they took to traveling. They spent two weeks at the Elbow Beach hotel, where they met Barney Ross, the prize fighter and subject of a current movie.

Barb in particular has been fascinated by a small but comprehensive booklet entitled "The Southwest" which gives rise to thoughts for and against moving to the Southwest. In its favor are the desert flowers, the sunsets, the crystal-clear air, mountains and the famous national parks. But along side these crawl tarantulas, sidewinders, gila monsters, black widows, and the like. Both girls have their reservations as to the complete truth of assurances that these detractors of the desert country exist only beyond the bright lights of the city.